

House File 2455

H-8225

1 Amend the amendment, H-8224, to House File 2455 as
2 follows:

3 1. By striking page 1, line 1, through page 6, line
4 2, and inserting:

5 <Amend House File 2455 as follows:

6 _____. Page 17, after line 10 by inserting:

7 DIVISION ____
8 MISCELLANEOUS PROVISIONS - EQUAL PAY TASK FORCE AND
9 REPORT

10 Sec. _____. EQUAL PAY.

11 1. An equal pay task force is created. The task
12 force shall consist of seven members appointed by the
13 governor.

14 2. The task force shall study wage discrepancies
15 within public and private employment and between public
16 and private employers.

17 3. The task force shall submit a report regarding
18 its findings and its recommendations regarding
19 potential actions for the elimination and prevention
20 of such discrepancies to the governor and the general
21 assembly no later than December 22, 2017.

22 DIVISION ____
23 MISCELLANEOUS PROVISIONS — WAGE DISCRIMINATION
24 Sec. _____. ADDITIONAL UNFAIR OR DISCRIMINATORY
25 PRACTICE — WAGE DISCRIMINATION IN EMPLOYMENT.

26 1. As stated in chapter 216, the general assembly
27 finds that the practice of discriminating against any
28 employee because of the age, race, creed, color, sex,
29 sexual orientation, gender identity, national origin,
30 religion, or disability of such employee by paying
31 wages to such employee at a rate less than the rate
32 paid to other employees does all of the following:

33 a. Unjustly discriminates against the person
34 receiving the lesser rate.

35 b. Leads to low employee morale, high turnover, and

1 frequent labor unrest.

2 c. Discourages employees paid at lesser wage rates
3 from training for higher level jobs.

4 d. Curtails employment opportunities, decreases
5 employees' mobility, and increases labor costs.

6 e. Impairs purchasing power and threatens the
7 maintenance of an adequate standard of living by such
8 employees and their families.

9 f. Prevents optimum utilization of the state's
10 available labor resources.

11 g. Threatens the well-being of citizens of this
12 state and adversely affects the general welfare.

13 2. As stated in section 216.6A, it remains
14 unfair or discriminatory practice for any employer
15 or agent of any employer to discriminate against
16 any employee because of the age, race, creed, color,
17 sex, sexual orientation, gender identity, national
18 origin, religion, or disability of such employee by
19 paying wages to such employee at a rate less than the
20 rate paid to other employees who are employed within
21 the same establishment for equal work on jobs, the
22 performance of which requires equal skill, effort, and
23 responsibility, and which are performed under similar
24 working conditions. As also stated in section 216.6A,
25 an employer or agent of an employer who is paying wages
26 to an employee at a rate less than the rate paid to
27 other employees in violation of this section shall not
28 remedy the violation by reducing the wage rate of any
29 employee.>

30 2. By renumbering as necessary.

FORRISTALL of Pottawattamie